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## Information on SB 254 -- Issues Raised at the Senate Hearing

☛ **Contractors NOT impacted AT ALL:**

This bill has no affect whatsoever on private construction contractors. The state does not normally build it's own buildings by hiring carpenters, plumbers and the like, they build by contracting with private contractors to provide the service. Contractors are covered by prevailing wage when they do business with the State. You may remember that Montana's prevailing wage law was supported by the Contractors. They supported the law in order to prevent out of state construction outfits from having the upper hand in bids - undercutting local contractors by paying employees less and providing no benefits.

☛ **Authorization Cards are CONFIDENTIAL:**

The employer is prevented, under law, from seeing who signed or did not sign the authorization card. The card check process allows for an agreed upon third party (priest, minister, coach, judge, etc.) to determine if the cards are valid.

☛ **This WILL impact the Pre-Release centers:**

The state is normally in the business of corrections, therefore we believe the pre-release centers are covered under this bill.

☛ **The Memorandum of Agreement (MOA) between the Employer & the Union lays out the card check process:**

In the blue packet you received during the hearing there is a "draft MOA". This draft is a sample of what an employer and union would agree to under the provision of this bill. It lays out the specifics for the card check process and defines what can and can't be done by whom.

☛ **This WILL discourage anti-union employers from doing business with the State while encouraging those employers who pay employees a living wage, provide benefits and treat employee with dignity and respect to engage in business with the State:**

Employers who provide living wages, dignity and respect on the job and a benefits package are not going to have any issue with this requirement should they desire to do business with the State. These are the employers we want the state to do business with, not the employer who pays the lowest possible wage, provides no benefits, and treats employees badly.

**For more information please contact:**

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